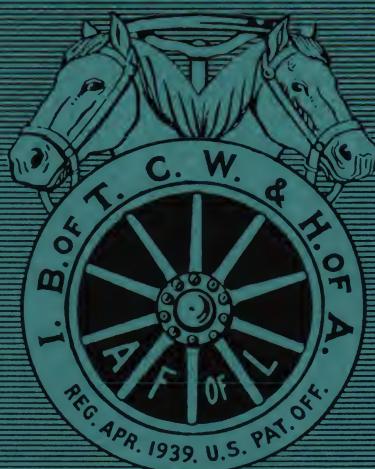


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FEBRUARY, 1941

Official Magazine
**INTERNATIONAL BROTHERHOOD
TEAMSTERS - CHAUFFEURS
WAREHOUSEMEN & HELPERS
of AMERICA**



IHAVE repeatedly warned the officers of our unions that the right of free speech within decency and common-sense must be permitted in our meetings, but I again give notice to local union officers and to those who handle the affairs of our unions, that any individuals who are continually disturbing the meetings and who refuse to obey the orders of the Chair, may be properly disciplined by reasonable fines; or, if they persist in their actions, the local executive board can go as far as suspending them from the organization for a limited time. We have reason to believe that there are sent in amongst our membership certain individuals to create disturbances in our meetings.

Again, let me repeat that this does not mean that a business agent or officer can vent his spleen on anyone who decently and respectfully disagrees with him.

ANY INDIVIDUAL members in good standing who were candidates for office and who were defeated and who attempt to protest an honest election are violating their obligation to abide by the decision of the majority, and for such violation of their obligation by creating disturbances or appealing to the courts, are subject to have charges preferred against them, and if found guilty are subject to penalties in accordance with our constitution. The majority of our people, by their ballots decide whom they want for their officers, and all members are bound by their obligation to abide by the decision of the majority. Picking out technical excuse or argument and charging that one or two members cast votes who, in the judgment of the defeated candidate, were not entitled to vote, and then asking for a rehearing and a recount, is not only ridiculous and unreasonable, but disgraceful and has a tendency to injure the union by insinuating that something wrong took place in the election. If a candidate for office is elected by several hundred majority, what difference would it make if two or three individuals' ballots are thrown out? Even if the claim was based on facts the election would not be illegal, and nine times out of ten the claim is not based on facts. But we repeat, even if it was, it would make no difference in the actual desire of the majority of the membership. Consequently those losers, who call themselves members and who go back to the meetings and try to create discontent and suspicion by claiming something happened that was not right, are dangerous to our membership, and the other officers or business agents are justified in preferring charges against them. If this union means anything at all it means that the will of the majority must prevail. The surest sign of a real union man is the kind of fellow who can take his losings as well as his winnings.

● OFFICIAL MAGAZINE ●

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Human Lives on Solons' Conscience

If the House Committee on Mines and Mining hadn't blocked enactment of the Neely-Keller Federal Mine Inspection bill, 30 men trapped in an Ohio coal mine, with no hope of rescue might have lived to spend Christmas with their families.

The legislation passed the Senate nearly a year ago, after a terrible disaster in a West Virginia mine. It has been blockaded in the House committee, which has ignored human rights at the behest of lobbyists for the National Coal Association, the American Mining Congress, the Ohio Chamber of Commerce and the reactionary James administration in Pennsylvania.

Miners are killed at the rate of five a day, but does that shocking fact disturb obstructionist members of the committee? Since the Federal inspection bill was first presented to Congress, more than 1,600 coal diggers have lost their lives in accidents that were probably preventable. That is a terrible burden resting on the conscience of Congressmen who arbitrarily denied protection to men who work underground.

If the bill stays pickled in committee, it will die with this session of Congress and the fight for safeguards must start all over again. How many more men must be killed before House leadership is shocked out of its calloused indifference?



EDITORIAL



(By DANIEL J. TOBIN)

THERE are two ways in which a man can act as an officer of his union. First, he can be irritable, nasty, snappy, sarcastic, pompous, and all-important, and browbeat everyone who comes to see him. That is something of the old type of "walking delegate." That's the hard way to represent—or we should say, misrepresent—a union. The other way is to be courteous, considerate, gentlemanly, and at least put forward some semblance of intelligence and understanding, but always to remember that your own importance amounts to nothing. It is only because the members have elected you to office that you are even worthy of consideration, and in order to obtain the respect of those who elected you to office, a labor union representative must adopt the latter method of action and procedure. You see, the average individual representing Labor has the choice of creating in the minds of the public the right impression or the wrong impression. Unions are judged by the public and the press and our employers by the kind of men we send out to represent us.

I do not want it understood by the above explanation that we have to go down on our knees to every faker that endeavors to interview us or to tell us their long drawn out story. Nor do we have to agree with them. One of the necessary qualifications for the representative of a union is to be able to read correctly and understand human nature. In other words, you must know your man. The writer of this article was also a business agent at one time and fully understands the pleasures and pains connected with the job. I favor the continuation in the service of our unions the men who have served faithfully and intelligently. Very seldom is a man displaced by our membership who honorably and unselfishly fulfills the duties of his office. Once in a great while the other thing happens and a high class fellow is defeated. There is no one regrets that condition more than your Editor and President, but it is something we cannot help because local unions have autonomous rights and may select their local representatives if they do so honorably and in accordance with our laws. The members of our organization are not ungrateful. They are pretty good people to work for. I know it. I have served them in continuous office for over thirty-six years. I repeat, once in a great while some local union decides otherwise. More often, however, because of the charitable, sentimental feeling of our membership they allow men to remain in office here and there who should be removed or defeated in elections. The whole story is this. We are not ourselves when we are representing our unions. We are the representatives of large groups of working men, and upon our shoulders is placed the weight and responsibility of properly representing those men in an intelligent, dignified, courageous and determined manner. Only this kind of representative should be continued and remain in our service. I have found it expedient, helpful and progressive to pursue a course of due consideration and trustfulness in our membership. This is the best way for us to serve and to earn our salaries. By so doing we go home at night with better minds, free from bitterness and hatreds, envy and jealousy, which were they allowed to obtain, would eventually destroy the individual, and before they entirely destroyed such an individual they would cause him to suffer indescribable torments. Cursed is the man of labor who brings

home with him his hatreds, or whose mind has not expanded sufficiently to be able to allow others to have their opinions and their right to disagree with him. Blessed are the men of labor, and success comes to them and to their unions, who have been able to convince the other fellow, the man who disagrees with them, by reason of their actions and arguments, that their point of view is right. The day is gone when you can browbeat the average individual into submission by bulldozing, egotistical methods or by tactics that belong in the ages past. Of course we have employers to deal with who are the lowest kind of human beings, brought up from almost the verge of thuggery, but they too have improved, and ninety-nine percent of our employers today, although they disagree with us and although they trim us once in awhile, in reality they are men of honor who are striving to do their best in the positions in which they are placed.

• • •

WE ARE again warning our people that they must keep away from allowing any such thing as religious cliques or combinations to obtain within the organization. This is also true of political cliques. In the last year or two I have heard of meetings, celebrations and gatherings being held and the attendance has been confined to certain groups within our organization. The plausibility of carrying on in this way is easily absorbed by individuals belonging to this particular religious denomination. I also find there are certain political rings being started within our organization which are not American. It has been called to my attention that in certain districts there have been assessments placed for political propaganda on some of the membership. Both movements are wrong and entirely and distinctly against the very foundation upon which our organization has been formed. Let me repeat that no one is a member of our organization unless he has taken our obligation, and in that obligation, before he takes it, he is assured it will not in any way interfere with his religious beliefs or his duties as a citizen. Why then should there be any such thing as religious or political cliques started in any part of the country, which would set aside one group or part of a group as entitled to participate in a gathering outside the halls of the union, whether it be Protestant, Jewish or Catholic members. The one thing the Labor Movement has done in our country has been to eliminate religious prejudices, also political prejudices. We have no right to disagree with a man and call him our enemy because he substantially follows the dictates of his conscience by practicing, outside the organization, any religious belief he desires. He is at liberty to pursue no religion if he desires. This, however, does not mean that an atheist has the right to hurt the feelings of another member by preaching his disbelief amongst the men in the meeting, or against those who believe and practice or who believe and do not practice the teachings of any religious denomination. I have seen, in the past, the evil caused by religious prejudice, especially in European countries, and I have witnessed in the Province of Quebec an experience, in years past, which I do not think would help us to relate here. I do not want any gathering of so-called religionists or those belonging to fraternal organizations holding clique meetings outside the halls of the union. It is distinctly against the laws of the organization, no matter what the preachers tell you. Twenty-eight years ago I had one experience in the city of Chicago in the Milk Drivers' Union, where meetings and gatherings were called of men belonging to a certain fraternal organization, which I do not desire to mention here. The late Bill Neer was Secretary-Treasurer of the Milk Drivers' Union at that time and he very quickly stopped the procedure, and the leader of the gang trying to create religious dissension or racial prejudice was expelled permanently from membership. So much for religious gatherings promoted by preachers and others who are so imbued with their desire to help Labor that they would divide Labor. I take second place to no man in attempting to live to the teachings of my Church, but that is my business and no one has any right to find fault whether I live to them or not, as long as I do not bring disgrace, by my acts, private or public, on the office I hold; and I do not need to belong to any outside clique of unionists professing a certain religious belief in order to live to my teachings. I have carefully watched this procedure in recent

years of this boring from within and I trust our people, our good members, will fully understand that under no circumstances can we permit drawing the line for any branch or any Church within the confines of our organization, either inside or outside the meetings. There are many fraternal organizations in which I hold membership, some are strictly religious, and if our members desire to belong to them they can do so, but the name of our organization must not be used for any particular religion. This statement is directed against those who profess to believe in the teachings of European dictators who destroy all religions and all Churches and set themselves up as God, as much as it is directed against those who are professing to espouse in the organization some particular religion. In other words, if you are an atheist or a non-believer, keep it to yourself. There is a law in our organization against you trying to force your beliefs on others, or insulting others for their beliefs, within our Union.

As to political cliques, we have all we can do to take care of our affairs within our unions without setting up political organizations within our organization for the purpose of trying to help some so-called political outfit which mostly has its origin in other countries. To levy an assessment on any part of our membership, to support anything that has to do with religious or political movements, is wrong, in my judgment, and were it to come to me for a decision I would refer it to the Board, but understanding the procedure of the Board I feel the Board would so decide. The International Union has no power to levy assessments. If we decide to help at any time in the interest of a great friend of Labor in our own country, we are permitted to make a donation to help to place in office that individual who has struggled and fought to help Labor, no matter to what political party he belongs. But it must be proven that we are helping a friend of Labor by such action and it must be with the consent and decision of the majority of the members present that we are helping Labor by such procedure. A majority of the General Executive Board has the power also to act as above.

The only purpose in writing this article is because the General President and Editor feels there is substantial reason for such procedure and to again warn our people wherever any such procedure is now obtaining as referred to here, to stop it at once. Never mind what the fellow tells you who is outside the union, or even within our union. I am quoting to you the procedure and laws upon which the International Union is founded, and upon those laws and no other are you required to cut out all religious cliques or political cliques within your unions.

BEFORE closing the subject of the attempted merger of the trucking companies along the eastern seaboard we would like to comment further on the subject. The Interstate Commerce Commission refused the request. However, Commissioner Joseph Eastman, who comes from Massachusetts, filed a separate opinion from that of the majority of the members of the Commission. Apparently Commissioner Eastman only objects to the creation of the merger because of the financial arrangements indicated. He did not apparently express any opinion as to whether or not mergers are good for the public. In substance he thought, in his opinion, that the price was too high. He expressed various objections, particularly against the securities the companies would have issued, and he suggested or outlined the means whereby the transaction could be arranged satisfactorily. Commissioner Eastman's experience with railroad mergers in Massachusetts and through New England ought to be some guidance for him in endeavoring to prevent mergers of transport companies in the future. The outstanding disgrace in transportation history was allowing the conditions that obtained within the New Haven Railroad—the buying up, grabbing up everything in sight, paying an enormous price for the stock, making several promoters wealthy, and eventually bankrupting one of the best paying roads there was in our country—all resulting from mergers permitted by law, or obtaining for want of proper laws. There are other railroad companies throughout the nation that are almost in the same condition, but none as glaring as the New Haven, operating through Massachusetts, the home of Mr. Eastman.

If this merger were permitted the financing of it would be under the direction and control of Kuhn, Loeb and Company, investment bankers of New York. The enormous

profits this investment house would make would be the first crack at the financial structure. Everybody knows their history in handling propositions of this kind. According to *Transport Topics* of Monday, January 6, 1941, there was to be paid the total sum of \$22,543,656.60 for control of the various properties. In addition to this, a certain amount of stock would be given. Forty-eight motor carriers were involved in the transaction. The operation would have covered almost the entire eastern seaboard from New England to Florida, with routes extending to Cleveland and as far south as New Orleans. The companies involved own and operate more than ten thousand vehicles. In justice to the Interstate Commerce Commission, the great majority of the members disagreed with the entire set-up and refused to sanction the procedure. The International Brotherhood of Teamsters was seriously involved because it would mean undoubtedly the laying off of hundreds of our people. As we have said before, mergers are created for the purpose of cutting down expenses, and the first place they look for cutting is in a substantial reduction of labor. Most of the operators that were involved in this transaction are now making some money. Some of them were making very substantial profits from their investments. Still they seem not satisfied because of the very satisfactory financial offer made them for their property and their business, along with certain other guarantees of continued management, etc. How could all of this thing be brought about? How could the new set-up, with its enormous expenditures and with large amounts spent in the creation of the trust and with discounts and commissions paid to the bankers—we ask ourselves, how could it pay substantial profits on the investment? The answer is that they might go along for awhile just barely scratching the edge of the books between the black and the red, and then gradually they begin to cut down and eventually they would be able to show the Interstate Commerce Commission and the merchants for whom they do their hauling, that it would be necessary to have a substantial increase in carrying rates. The merchants would be at the mercy of this large combination and would have very little alternative except to go back to the railroads, and the handling of freight by railroads is not as satisfactory in many instances, nor is it as cheap, as handling same from door to door by trucks. You can rest assured that the public, the shippers, and Labor would have to pay the price of this enormous merger. It is possible, from the indirect suggestions of encouragement offered by Commissioner Eastman, that other attempts might be made to create other mergers, but our membership and the public can rest assured that we will do everything within our power to prevent such mergers, which would mean throwing hundreds of men out of employment and eventually would mean mulcting the public, the shippers and others involved.

I RECENTLY attended a regular meeting of the Chicago Joint Council and I don't think I ever attended a meeting that gave me greater satisfaction. Every union responded and reported to the roll call and all delegates from the local unions were present with a few exceptions. Not a sign of a drink on any delegate. The minutes of the previous meeting, and meetings held by the Executive Board in between meetings, were read by the Recording Secretary, Fred Groth, and a more accurate report of proceedings of meetings could not be presented to any legislative body. Every communication dealing with the business of the organization was then read and acted upon in regular form. It was my privilege to address the meeting for almost an hour, going into the many different important questions confronting our large and influential International Union in Chicago and elsewhere. There are forty-four local unions represented in the Chicago Joint Council. They full realize the responsibilities of their office. It has a substantial dues paying revenue, the dues being levied in accordance with the membership of each local union. The Council has had under consideration the question of hiring a lawyer by the year, and it seemed to be the opinion of the Council that it was a necessity, there being so many legal matters in recent years confronting the Council and its affiliated local unions. This is true, of course, of all of our unions and Joint Councils, But Chicago, being perhaps the largest Council and located in the center of the country, would have more legal entanglements than other Councils. The By-Laws of the Joint

Council were also under discussion for amendment. The amendments were drafted in order to comply with the recent changes in the International Constitution. Nearly all the former officers of local unions reported to the Council of their re-election for terms running from one, two, three, to five years. I noticed in particular that the executive board of the Council voted down propositions and requests for donations from organizations outside the International Union. The Teamsters are beginning to wake up and feel they have enough of a serious job on their hands to protect and take care of their own interests. I am glad to see this practical, sensible business attitude obtaining within the Joint Council of Chicago, and I trust that other Councils and local unions will follow. Too long we have been "the sponge" for all kinds of influences and organizations outside our International Union. We get very little in return.

I have never seen the hotels in Chicago more crowded than they were during this visit. It was stated to me by the hotel manager that there were over 150,000 delegates and visitors in Chicago at that particular time, attending several large conventions. Mind you, this condition obtained in the middle of winter. I was impressed with the change, because I have seen the time only a few years ago when several floors of hotels were closed for want of tenants.

I am very happy at the condition of harmony and good will I found prevailing in Chicago, and I am also happy to report that it is understood and agreed by all delegates to the Joint Council of Chicago that when they have any grievance or misunderstanding amongst themselves they will take it up with the proper officers of the Council and discuss the matter before they bring same into the Council. Failing to reach an understanding, it can then be brought to the Joint Council, which has the right to settle jurisdictional questions between unions affiliated with the Council and to adjust other problems.

The General President found it necessary to go to Chicago to the meeting of the Joint Council because of a considerable number of complaints and expressions of dissatisfaction against certain procedure in the Council and between meetings of the Council, etc., some of them emanating from the last political campaign. Upon going into the matter and inquiring personally from many of our representatives, I found it necessary to make certain statements, and I am quite hopeful the misunderstandings and complaints can be overcome and eliminated for the future, in the best interests of all parties concerned. It was necessary for me to strongly advise our people that it is to their interest to work together as much as possible, or else the time will come when dissension will bring its cruel penalty to those who refuse to go along and consider themselves, as we all should, as selected by our people to represent them, and in many instances if necessary put our own personal feelings aside so that we can properly promote the interests of our people.

These latter statements also apply to all other Joint Councils and local unions.

IN THE January issue of our Journal I referred to the case of Anthony Sasso of Local 863, Commission, Butter and Egg Drivers, of Newark, New Jersey. Sasso was sentenced to prison for deliberately shaking down employers and cheating the local union, by Judge Van Riper of the Common Pleas Court of the State of New Jersey. I published the statements of the Judge when he was passing sentence. I am informed that Sasso has been expelled by the local, as he should be in accordance with our Constitution.

Recently I picked up the *Chicago Tribune* and I found another case of a man named Lanza—nicknamed "Socks"—who, according to the *Tribune* in its news story, sent out from New York "special," has been arrested under orders of District Attorney Thomas E. Dewey. The paper states that Lanza has been shaking down, through threats and intimidation of every description, Local Union 202 for the amount of \$120.00 a week. Lanza is not a member of the local, we glean from the papers. He is an outsider. He was a member of a Federal Union chartered directly by the American Federation of Labor, and President Green suspended that charter for having him and others like him in the organization. According to the newspaper story, seven executive board members of our Local 202 and the books have been subpoenaed by the District Attorney's office.

As far as the International Officers are concerned, we never heard of Lanza or "Socks" any more than we hear of other behind-the-scenes, dangerous characters. The local unions, when their books are audited by the International Officer, are found to have their receipts balanced, in accordance with our laws, and they are able to account for their expenditures. As I have said before, local union officers should report shake-downs of all descriptions to the legal prosecutor, and to the International Office. Officers of local unions who consent to shake-downs are violating their oath and obligation and are subject to expulsion, in accordance with our constitution. It would be much better for the Labor Movement in general not to have affiliated with it unions that permit gangsters or racketeers to dictate the policies of the union or shake down the organization. Whether they go into the C. I. O. or go independent makes no difference. Such organizations which permit shake-downs or which have any contact, directly or indirectly, with those employing strong-arm tactics do not belong in the Labor Movement. Unions are established for the benefit of the membership and not to make easy money for tough mugs.

We will undoubtedly have another series of articles written against us, especially against the International President, charging him with being responsible for having crooks, thieves, robbers and racketeers connected with our union, when the facts are we have no power of knowing such conditions exist within our unions because the local union officers either agreed to the "system" and refused to let the authorities or us know anything about it, or through fear they refrained from stating the case to the proper law enforcement officials. Sooner or later those officers will get into trouble if they permit this kind of condition. The state and federal governments are determined to clean up grafting and racketeering and mob control of unions. There is no class so blind to its own safety as the men who pursue the course of crookedness. Eventually they are killed off by their own associates or by rival gangsters, or for a few days or months of easy living on the profits of their trade of shaking down and extortion, they spend the greater part of their years suffering and rotting in prison in confinement and drudgery, with no hope for the future. Of course the scalping writers will not repeat the words of President Roosevelt at our convention when he said, "Within all great bodies of men, including my own profession of the law, there are a few who are wrongdoers, and the condemnation and words of your General President in his report, against this class that creep into the organization, are stronger than any terms that I can use." This in substance was the expression of the President of the United States. But the good things said about us are never referred to. Only the few isolated black spots are picked out because the organizations of Labor are hated and despised by many institutions of business whom the writers try to satisfy in order to enhance the circulation of their articles. We have in our local unions and in our International Union perhaps seventy-five hundred salaried officers. Once or twice a year we hear of someone going wrong. No other institution has such a record or such a minimum of wrongdoing in proportion to its membership.

Again we say, we deeply regret—not for ourselves but for our membership—such exposures referred to above, because, as we have stated on more than one occasion, the greater injury is done to the multitude of decent men, fathers of families, who compose our general membership and who have done so much for themselves, their children and for our American life in general.



THOSE of you who have read my report to our convention last September will remember that I referred to the innumerable organizations and to the masses of literature that is being distributed amongst trade unions for the purpose of creating dissension. I again want to repeat: Be careful what you read, and watch out for the fakers posing under the cloak of friends of Labor. Their first purpose is to create dissension amongst the membership of the Trade Union Movement, which membership is strongly American and staunchly behind our democratic form of government.

First, we were satisfied that Communistic influences were encouraging and responsible for some of this literature. Then it became somewhat of a grafting institution, in our judgment, because they solicited funds and contributions from the membership.

Now we have some reason to believe that they are being used as the Fifth or Sixth Column to create opposition against our union, because they know of the loyalty of the International Union and its members to our government, and the attitude of the officers of the International Union towards the cruel, brutal, unreasonable war now obtaining in Europe. In other words, to be plain, we have reason to believe these organizations, many of them—and there are many—are subsidized by pro-German or Nazi influences. In addition to the contributions they receive from members who do not understand the purpose of such organizations and who have perhaps come into our membership within the last three or four years, they start out by picking out one or two local union officers and holding them up as racketeers, etc., endeavoring to create discontent. Then they go on to refer in some of their articles to the fact that "Tobin refuses to expel such men from the union." Of course it is foolish for us to notice them, but we have to do so once in awhile in order to prevent them from shaking down our members. It is the easiest thing in the world to appeal to the prejudices of the membership who are not trained in the foundation and principles of the Trade Union Movement. They so cleverly cover their tracks, within the law, that they cannot be stopped from sending their poisonous literature through the mails.

A sample of one of these many circulars I am referring to below. Note that they are going to try to induce you to contribute something to the celebration of the Forty-first Anniversary of the International Union. This is only a trick to endeavor to get you to contact them, and after you contact them they will gradually work on you. They have no authority from any Trade Union to exist or to represent the International Brotherhood of Teamsters. The letters in "I. B. T. NEWS" stand for International Brotherhood of Teamsters. The officers of local unions should circularize the members and instruct them not to contribute to this publication and not to have any contact with them, because, again I repeat, we have reason to believe that many such publications and many such circulars are sent out for a purpose which is not helpful to our membership nor to our government. We are also of the opinion that the Dies Committee, the Federal Bureau of Investigation, and other governmental agencies may look into this kind of literature and find out its real purpose, and perhaps confirm the opinions of many men in the Labor Movement as well as certain government officials.

Note what they say about "President Tobin's attempt to place the I. B. of T. completely under his thumb, as shown at the September convention." Any one of our seventeen hundred delegates who attended that convention can verify the fact that there was the greatest opportunity for freedom of expression and action. As explained by our chief lawyer, Judge Padway, it was necessary in the appointment of receivers to give the General President certain powers, so that that official, whoever he might be, could function within the law. It was also necessary—and approved unanimously by the convention—to make other changes in the Constitution to comply with the developments in judicial procedure and decisions.

They say they are going to celebrate the Forty-first Birthday of the International Union. This is a well-planned subterfuge, in our opinion. Just an invitation to have you contribute something, and if you do so you are injuring your own union and the Trade Union Movement in general, in our opinion. We will not again waste the space in our official monthly publication by referring to this kind of what we believe to be poisonous, scurrilous literature, attempting to weaken your confidence in your officers and thereby help to weaken the International Union, which is so strongly supporting our American form of government against such traitors to the working people as referred to above, an International Union which was honored and commended by President Roosevelt. They get copies of our official Journal and they steal a line from a paragraph here and there for their snake-like innuendoes. Note how they refer to the trucking industry and the attempt to establish a gigantic merger. They do not say that the International Union, with its opposition through its lawyers and Washington and Indianapolis representatives, were mainly responsible for influencing the Interstate Commerce Commission and preventing this merger which would cause unemployment amongst our membership.

But pardon the writer for wasting your valuable space in referring to such trash, but we feel that once a year or so we ought to put our newly-initiated membership on

their guard against poison pens, which we again state are, in our opinion, promoted and financed by influences that are not in harmony with our form of government.

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AT THE Executive Council meeting held immediately after the adjournment of the American Federation of Labor convention in New Orleans, the question was presented by the officers of the Federation on whether or not it was the desire of the Council to grant the request of the distillery and winery workers for an International charter from the Federation. After discussing the matter at considerable length, the request was granted.

General President Tobin, a member of the Executive Council, asked why it was that those distillery workers and winery workers engaged in the manufacture of alcoholic beverages could not be admitted into the Brewery Workers' International Union, as the products that were manufactured by those people were in direct competition to the products manufactured in breweries. The answer was that the Brewery Workers did not want to organize, or admit to membership in their organization, those workers. The American Federation of Labor, through its organizers, for the past two or three years have been organizing local unions in wineries in California, Michigan and other places, also in the distilleries which have sprung up all over the country since the repeal of the Eighteenth Amendment. There is more whiskey manufactured now in our country than at any other time in its history, according to information that we receive. This is due mainly to the fact that people have gone wild looking for mixed drinks made out of whiskies, brandies and gins; especially the younger people are afflicted with the disease of a thirst of cocktails of every description. Also it is due to the fact that Ireland and Scotland, two competitors in the whiskey-making business, are almost entirely shut off from exporting those products to the United States. Holland sent to us large amounts of gin. Wine was imported from France extensively and from Germany and Italy. For the past year almost all of this product has been shut off due to the dangers to shipments and to commerce on the seas. This, with the other reason given above, and the enormous increase in our population, has increased the manufacture of the products mentioned herein.

The strange part of all this is that the Brewery Workers organize and admit to membership soft drink workers in some places, those making and manufacturing coca-cola, ginger ale, soda waters, etc. They also take into their membership those who are engaged in the manufacture of yeast, such as the inside workers in the Fleischman and other yeast companies. Can you in any way conceive of the Brewery Workers saying, "Those yeast workers and those fellows who prepare and bottle coca-cola are welcome and are admitted to our organization, but those who manufacture whiskies, rum, wines of any description, etc., cannot come into our organization." And can you further conceive of any class of workers affiliated and chartered by the American Federation of Labor taking the Federation into court and disputing in the courts of the land its authority when the American Federation of Labor decides that truck drivers, wherever they are engaged, in breweries or elsewhere, come under the jurisdiction of the International Brotherhood of Teamsters? If you call that Trade Unionism then I went to the wrong school. Of course it is nothing new to have the Brewery Workers refuse to admit to membership the workers in wineries and in distilleries. That condition has obtained for the last forty years. Many insinuations were thrown out years ago that the owners of breweries so dictated the policy of the Brewery Workers' International Union that they desired none of these classes organized who were in competition with the manufacturers of beer and ale. And while we pay very little attention to rumors or insinuations, the evidence is before us, because the Brewery Workers say they want the truck drivers (who never go inside the breweries but who haul brewery products), but they do not want those who make wine, whiskey, gin and rum. And by the way, the Fleischman Yeast Company and other large concerns are making and distilling and selling an enormous amount of gin in our country. The Gibley's London gin, formerly made in London by Englishmen, is now, we are informed, made somewhere in New Jersey. There is no more gin coming from Holland and other countries, as we have already stated. Gin is used extensively in cocktails.

In addition to the workers in distilleries and wineries, this new International Union has also been given jurisdiction over those engaged in the wholesale business of selling those products. The man who goes directly to the saloons, restaurants and other places to sell, is covered by this International Union, and there are quite a few local unions of this class of men already organized. In all, it is estimated by those who have applied for the charter and from the evidence brought out, that there is a potential membership of over fifty thousand that can be organized into this union. There are at the present time close to twenty thousand organized, most of them in federal unions directly chartered by the American Federation of Labor. Nearly all places that sell beer sell wine, gin and whiskey. If a saloon sells non-union whiskey, they may be picketed, although they sell union beer. What a mess!

We bring these facts out in order to show Labor the unfairness, the inconsistency, the absolute, willful disregard for trade union principles adopted and pursued by the officers of the Brewery Workers' Union, in defying and embarrassing the American Federation of Labor, in their refusal to submit to the decisions of that body and in their determination to cause expense to and involve the American Federation of Labor and the International Brotherhood of Teamsters in expensive legal proceedings, by continuing their present policy, which, from the statements above, proves it is not a question of membership, as contended by the Brewery Workers, but it is a question of their selfish desire to continue to endeavor to strangle the American Federation of Labor. Here we point out openly where there are thousands of men over whom the Federation and the Executive Council would be happy to give the Brewery Workers jurisdiction if the Brewery Workers would admit them to membership or would ask for that jurisdiction. It would end the court proceedings, it would show trade unionism on the part of the Brewery Workers and a desire to abide by the decisions of the highest courts of Labor, and it would increase, almost double, the membership of the Brewery Workers' Union as time went on. If the Labor Movement is ever destroyed it will not be by the employers' associations or by hateful employers. It will be destroyed, in our opinion, by the men within Labor who call themselves union men but who are defying Labor's laws and Labor's decisions, and who are doing everything in their power, by such defiance, to injure Labor. We have the division created by the C. I. O., which is bad, very bad, and which should not obtain. And we have the Brewery Workers' officials taking the American Federation of Labor and sister International Unions into the courts of the land and begging the courts, at an enormous expense, to destroy the decisions of the American Federation of Labor and set aside the awards of the Federation. In other words, indirectly they say to the courts, "Destroy the Labor Movement," by saying, "Your Honor, tell the Federation it has no power to make decisions on jurisdiction between its affiliated unions."

AFTER the passage of the Wage and Hour Law establishing the forty-hour week with thirty cents per hour pay to begin with, many of our platform men working for large over-the-road companies, who were getting fifty, sixty and seventy cents per hour, and in a few instances more, believed that they could immediately come under the Wage and Hour Law and get the forty-hour week but retain their present wages of fifty, sixty or seventy cents per hour. In other words, they thought they could use one part of the law to help them and disregard the other part of the law.

Now all drivers and helpers working on trucks engaged in over-the-road work come under the jurisdiction of the Interstate Commerce Commission under the Motor Carriers Act, which Commission regulates not only the hours of the drivers and helpers, but also regulates the employers in many ways too numerous to mention here on the grounds of Public Safety. The employers in some instances, as a result of the agitation of a few of our people in very few districts, were seriously worried because of the conflict over the forty hours established by the Wage and Hour Law and the rules or decisions of the Interstate Commerce Commission, which would cover nine-tenths of their workers. Understand that under the Wage and Hour Law employees can be worked more than forty hours but they must receive time and one-half. To be brief and plain in this explanation attempted herein, a few of our people engaged as platform men, etc., wanted to bring down their weekly work time from forty-eight hours to forty hours and retain the same pay, which in substance would compel the employers to pay the present wage scale obtaining under agreement, for forty hours instead of forty-eight hours. It was not only impossible for

the industry to comply with such an unreasonable condition, but it was senseless for members to attempt such an extreme revolution in violation, in many instances, of their agreements. The employers, therefore, asked the Interstate Commerce Commission to assume jurisdiction over that class of employes, and that the employers in the trucking industry come under one governmental board instead of two. The information I have at hand is that the request is granted. The Interstate Commerce Commission has assumed jurisdiction over all employes engaged in the interstate trucking business. The Interstate Commerce Commission made a decision based on safety, in accordance with the wording or intent of the Motor Carriers Act. The words are almost as follows:

"The examiner found that the safety of operation was directly affected by the manner in which a truck was loaded, and that helpers performed duties directly affecting safety of operation, such as placing flags and lights when a truck is forced to stop on a highway, and directing the drivers in crossing railroads and in difficult movements."

No decision has yet been made for that class of workers engaged in non-competitive trucking, or in other words, trucking that is done by private corporations who haul their own freight across the state lines. We do expect, however, that the same rule will apply to that class of employers as applies to the others above mentioned.

Among those classes of employes which the examiner concludes are not subject to the regulation of the Interstate Commerce Commission are dispatchers, mechanics and garage employes, those whose work involves merely the exercise of supervisory functions and judgment, warehouse employes, armored car guards, conductresses.

ONE of the weaknesses amongst our local union officers is their lack of courage to resist personal appeals. They permit sentiment to interfere with their business or best judgment in the handling of the affairs of local unions. This is true to a great extent in reference to the banks with which our local unions do business. I have in my mind's eye now local unions in certain districts of the country who are doing business with banks that went under, or very near under, during the bank panic or closure in March, 1933. They are also doing business with the banks that advised them on certain investments before that bank holiday, and those investments went up in smoke. Individuals or members have the right to do as they please with their own money but they have no right to do business with weak banks or with banks that do not have No. 1 standing and rating. Never mind the fact that the bank is right close to the office. Cut that out, unless it is a bank of No. 1 standing whose management and directors are men of financial importance. The interest rates today amount to nothing in any bank. Consequently we should not watch the interest rates so closely. The main thing that we ought to keep in mind is the soundness and strength of the bank. National banks are under the supervision of the national government. State banks and trust companies are under the supervision of state politicians or the banking department of state institutions, and usually there is a lot of fixing up. With the exception of New York and Massachusetts and one or two other States, state savings institutions or state banks are not as rigidly guarded and watched as the national banks. Even many of the national banks went under during the bank panic referred to above. The funds, interest and investments of local unions should be deposited in the strongest banks in the district and if there is any doubt about the bank the funds should be spread out and deposited only in banks that have governmental guarantees, in case of the failure of the bank, up to five thousand dollars. Some of our unions now are holding mortgages, investments and other collateral that are not worth the paper on which they are written but which were recommended to them by their bankers in the days of prosperity. The International Officials, before they came into office, had no different training from what you have who are now local officers, but in the entire history of the International Union, in all the panics that we have gone through since 1907, the International Union has never lost one dollar of its deposits or its investments. The funds and property of a local union should be guarded more sacredly and more thoroughly by any officer than his own personal funds. Cut out the sentiment and the glad hand stories and appeals made by your friends in the nearby banks, and select for your depositories the best national banks in your district.

GENERAL Organizer and Vice President T. J. Farrell of Cincinnati, has informed me there is another kind of faker or grafter going around amongst our membership and soliciting initiation fees for membership in our International Union. He requests payment of four dollars for initiation fee into a new union, from which the member can transfer at any time without any extra charge. The fees are to be paid one dollar per week for three or four weeks. This individual and two associates produced a card from Local 710, Packing House Drivers of Chicago. Secretary-Treasurer Jack (Sandy) O'Brien says they are looking for this fellow; that of course he is not now a member in good standing, but when they find him they will, of course, see to it that he is properly disciplined for his actions. It is a racket of the old type which every now and then is brought to light. The leader of this racket gives a name something like "Barwick." He has two others with him who are also collecting and they give the names of Collins and Smiddy. The boys rather hurried them out of Cincinnati and they started for Cleveland. We notified Organizer Murphy of their intention to work Cleveland. They appeal mostly to non-union men without buttons and offer them cheap membership. They will perhaps work Toledo and Buffalo and other cities east. If you get in contact with them try and encourage them to come to your meeting hall, and then call the police, because they are obtaining money under false pretenses.

Further advice which we want all of our people to follow closely: Give no money to any kind of solicitor for our International Union or for any other labor union, whom you meet on the street, even if he is a member of our union and says he is going from town to town looking for a job. Pay no attention to him. Advise him to go to the office of the local union, and in the office he should be advised to contact his own people in whatever local he holds his membership. Those professional, cheap, chiseling hoboes often pick up due books and sometimes they trade them and give information to their associates in their evening camps. For instance, an ex-member or fallen away member of the Machinists' Union would get information about the Teamsters' Union, and vice versa. They have the location of offices and they know something about the unions, but it is purely a racket of the cheap kind to get some ready cash, and the boys make their way from town to town by picking up rides from our over-the-road truck drivers and then talking up the membership and producing this phony card.

Further advice we desire to give to our over-the-road drivers: Keep pick-ups off your trucks.

FOR the information of our members we desire to state that Secretary-Treasurer, N. G. Taylor, of Local 485, Bakery Drivers' Union of Pittsburgh, misappropriated some of the funds of the local union. He was bonded but not sufficiently to cover his shortage. On the day he was to make his report to the trustees he disappeared. He had, however, been picked up, as the news comes to us, and was given a trial by the courts in Pittsburgh. The District Attorney of Pittsburgh made a report that the affairs of the local union were conducted properly, in accordance with the law; that Taylor had gone wrong recently, etc. Taylor pleaded Nolo Contendre, which means that he was not contending or contesting the charge. In other words, that he was pleading guilty. Of course he was found guilty by the jury and was sentenced to the County jail for a period of not less than two and not more than four years. The judge passing sentence strongly condemned the action of this man who violated the confidence of the membership. I want to repeat again that the District Attorney paid a very high tribute to the manner in which the local union was conducted.

What fools men are to be so weak in their sense of honesty and to so far forget their obligation that they will destroy their own lives and the lives of their families and bring disgrace upon themselves and their relatives, a disgrace that can hardly ever be wiped out. The amount proven to be misappropriated was between four and five thousand dollars. The man's record up until recently was considered good. We do not know why the man crucified himself for the rest of his life by such action. When he comes out of prison he is lost forever insofar as his connection with our organization is concerned, or the Labor Movement in general. Our guess is that his desire for fast living or the race track or some unlawful and pitiful control by a member of the opposite sex brought

about his destruction. The old principle still remains with us—it does not pay to play a double game.

Don't let anyone in your associations get a grip on you that may destroy you. Don't live beyond your income. Think of what tomorrow may bring.

CONGRESSMAN Martin Dies addressing a meeting in Indianapolis a short time ago, made the clear-cut statement—and claims he has records to back him up—that there are two million Communists and Nazi agents in the United States, working together towards the destruction of our form of government. He followed up that statement by saying that they have funds of ten million dollars at present, at their disposal and are in many places using those funds very generously for literature and other purposes.

I have continually endeavored to impress upon you, our membership, to watch what is going on inside your meetings, and to watch the poison tongued missionaries out on the street who are members of your union. After you read this statement you must ask yourself; first, are there any of the two million Communists or Nazis, endeavoring to destroy our union and our government holding membership in our union? And second, is there any of the ten million dollars which Congressman Dies states is at the disposal of these destroyers of democracy and trade unionism being expended to spread literature and discontent, and even sometimes to advocate strikes, within our unions? The condition surrounding the Trade Union Movement is dangerous when we consider the statements of Martin Dies, based on absolute information. We who are in a position to obtain information that the average individual cannot receive, know full well that it was Communism and Nazi-ism working together, as Hitler and Stalin are doing across the water, that destroyed the French Labor Movement, thereby destroying France. Germany had placed inside their trade unions in France, Holland and Belgium so many of her emissaries and agents that when France was actually confronted with war there was nothing but disunion and discontent obtaining, created for a period of three or four years before the war by spies, disturbers and agitators within the unions of France and other countries. The rank and file membership of the French Labor Movement would laugh at you were you to tell them they were absolutely honey-combed by the enemies of free government. England has been successful so far in putting up a united front, because the trade unions of England, second to none in the world, were able to keep out the elements described above.

On another page of this JOURNAL I referred to the literature that has been circulated under many names, sometimes using the words "Rank and File Teamsters' Union." This type of literature—and there are many such publications—in the opinion of Chairman Martin Dies is part of the machinery set up to spread poison and discontent and undermine indirectly the unions and the government. Beware! Watch out! Don't laugh at this situation. I think that we will be able to overcome it but it means a fight and it means every man doing his share, for without the cooperation of every individual worker and his family we cannot prevent their poisoned fangs from spreading these dangerous doctrines, which, we repeat, have only one purpose and that is to destroy our unions and our government.

President Tobin's Report Continued from January Issue

Let me remind you here of the old statement in the Bible of the master and the servant. In this instance you are the master and we are the servants. It was stated, "Because you have been faithful over a few things, I will make you ruler over many." Because we have protected the few pennies you have given us, I desire now to ask you to give us more. While this amount of six million dollars looks enormous, it is nearly all in the defense or strike and lockout fund of the International Union, and in proportion to the increase in our membership your defense per capita isn't even as much with six million dollars as it was when you had 135,000 members five years ago, with \$2,242,000 in your defense treasury. This International Union should have a defense fund of from twenty-five to thirty million dollars, and with such a defense fund you would be able to meet any attempt made to destroy you by a group of employers. Do you know that the fact that we have had four or five million dollars in our defense fund during the past

three or four years that has been a great help to us? Employers do not desire to enter into combat with an organization with such finances. I trust, therefore, you will see the advisability and the absolute necessity, for your own sake, of building up a stronger and larger defense fund against strikes and lockouts or any attempt to destroy this International Union by the enemies of Labor.

The delegates to this convention, who are sent here to make laws to protect the membership at home, should understand that every dollar put into the defense fund is similar to a government building a modern armament in defense of the nation. We must defend, by financial armament, our membership and our unions.

In addition to the above, let me say to you also in this report, that you must increase the moneys of the International Union in your general fund. The general fund takes care of all salaries of general officers and organizers, all office help and office headquarters, all printing and publishing and mailing of the monthly journal; all the per capita tax to the American Federation of Labor, the National Building Trades Department, the Label Trades Department, and any assessments levied by them; all legal expenses of the International Union, which in recent years have been considerable; and all requests for worthy contributions and help which are not covered by the Constitution and which are made to the International Union from time to time. You have not increased the revenue of this International Union since the Cleveland Convention in 1920. The expenses of our government and of every business organization have been quadrupled in these last twenty years. The same is true of the expenses of this International Union. During the past five years we have been compelled by the laws of the American Federation of Labor to pay double tax. In the last twenty years the expenses of this International Union have doubled, but our revenue on each member has remained exactly the same. Don't let yourself be led into the belief that because we have increased our membership we have increased our income to our advantage. This is not true in fact. While the volume of contributions have increased, with each one thousand new members we admit to the general organization, there is that much more responsibility and that much more protection to guarantee. As a matter of fact, for the first year in membership nearly all local unions are a liability, a serious liability. Therefore, we do not guarantee strike benefits until they are six months in affiliation. But in addition to strike benefits they require other help and assistance, such as organizers, correspondence, personal contacts and several other forms of help, including legal guidance. At the end of the six months period or before, because of the poor conditions under which they are working they immediately desire to raise the standard of their wages and reduce their long hours. This is only natural, and because they are dealing with employers who have been unjust and uneducated in the matter of trade unionism, they are usually compelled to strike. We have had further instances during the past five years where we were not permitted under our Constitution and laws to pay strike benefits, but the General Executive Board believing that, in the interest and for the future safety of the International Union it should render financial help, it did render considerable help financially in order to save the unions from destruction in the brave battles they were making for the preservation of their rights to organize. I am sure that if any of you had been sitting in the International headquarters you would have voted to help in such instances, even though you could not do so under the strict letter of the Constitution.

Out of every thirty cents that each member pays the International Union in per capita tax, fifteen cents goes into the defense fund, which is necessary and in accordance with your laws. The other fifteen cents is divided as follows: Two cents goes to the American Federation of Labor; about one-half or three-fourths of a cent is divided between the Building Trades and the Label Trades Departments, which brings down the amount to twelve cents. Five cents, at least, is used for the printing, publishing and mailing of the JOURNAL; which leaves us about seven cents. Out of that seven cents we have to pay all the things enumerated above, including the salaries of officers. During the past five years, in addition to the other departments named herein—and referring again to our increased expenses—we have been compelled to hire, on a guaranteed salary, a lawyer to take care of the affairs of the International Union, to advise us, and to enter into court for us in behalf of the International Union. We have been exceptionally lucky in securing the services of a first-class labor lawyer, and the remuneration we pay is reasonable, but as time goes on and as the work of this lawyer and his large staff

will increase substantially, we undoubtedly will be called upon to increase the guaranteed yearly retainer. Because of the innumerable labor laws passed by the Congress of the United States within the last five years, and because it is utterly impossible for the International officers to be running around Washington from one department to another endeavoring to serve our membership and the International Union, we have been compelled to enlarge our branch office of the International Union, for legislative purposes, in the City of Washington. This is also run as economically as possible but the expenses and the help in this office must be increased as time goes on, because you, our members, must fully understand that with the increase in the membership of the International Union the work in each one of its departments, its callings, its claims, and its many entanglements, have also multiplied and increased. When we had 50,000 members we had one-tenth of the work that we have with 500,000. Consequently, if the membership of the organization has increased, as explained herein, you, who are common sense men, must understand that the work of the officers and the International Union also has increased, and that the revenue to maintain this increased work in all its phases must be increased.

Mortuary Benefit

I again come before you and advocate that you establish a mortuary benefit before you leave this convention, and then that you set up a committee with full authority to establish rules and conditions governing this mortuary benefit. If I pursued the course of least resistance and sat back and did nothing but draw my salary, I would refrain from making this plea to every convention since I took office. But because I have gone through the fires of dissension and secession, and because with world conditions as they are at the present time, dissension and secession may and will surely confront you again, I ask you to establish a mortuary benefit in your International Union for the purpose of helping the member and his family, and solidifying this International Union. It is true that some local unions have benefits, but it is also true that the majority of our local unions have no benefits, and it is also true—and this statement is based on facts—that during the industrial stagnation or panic the savings of local unions were lost or destroyed and the mortuary benefit had to be eliminated. If you can only look at this thing from the standpoint of doing something for the individual member I am sure you will carry out this request. If, for instance, you can give the family of the individual member three or four hundred dollars at the time of death on the payment of \$1.25 or \$1.50 a year in insurance—is there anything greater or better or more wholesome or Godlike that can be done for your members and their families? We can carry insurance of three, four or five hundred dollars for much less than that same insurance could be carried by an insurance company because we are not in the business to make profits and the cost of operation would be only a small percentage of what it costs an insurance company to operate. Suppose your local union has a death benefit of three or four hundred dollars. What a wonderful service you would be doing the individual member if there were three or four hundred dollars more coming to the family of the deceased member. It is not that the International Union is desiring to make any profit in this proceeding. It is a matter in which the International Union is endeavoring, through your President, to help the locals and the individual members and strengthen this International. Directly and indirectly, by having a death benefit in the International Union, every individual member and the immediate members of his family become deeply interested in the preservation and continuation of the International Union. It will also help to keep members diligent in the payment of their dues. Suppose you could encourage every one of your members today in your unions to take out an insurance of three or four hundred dollars, what a great help in the hour of darkness when death comes to a family, it would be to have accomplished this. This is the way you must look at the establishment of a mortuary benefit. Don't look at it as though you were doing something for the International Union, financially, although I am sure that every one of you here represented must be proud of your International Union and determined that you will do everything to perpetuate and continue its solidarity.

(To be continued)



CORRESPONDENCE



NOTICE TO ALL LOCAL UNIONS

Teamsters, Chauffeurs, Warehousemen and Helpers of America

Dear Sir and Brother:

In re: Claim for exemption of your Local from Federal employment taxes with respect to employees of Unions earning \$45 or less in any calendar quarter.

As you no doubt know labor unions must pay social security (employment taxes). However, prior to 1939 there was considerable uncertainty in the law as to who were employees of a labor union. Questions were raised as to whether paid part-time officers, trustees, Executive Board members were employees of the union under the Act. The 1939 Congress amended the Social Security Act and the Internal Revenue Code so as to exempt from employment taxes those employees of certain organizations who earn \$45 or less for services rendered in any calendar quarter.

However, this exemption applies only to organizations which come within a classification which is also exempted from general Federal Income Taxes. Labor unions come within this classification, but the Social Security Department has ruled that before it will exempt any labor union, it wants such union to be certified that it is exempt under the income tax laws. Therefore, it is necessary for organizations within the exempt classification, such as labor unions, to file a claim for exemption with the United States Bureau of Internal Revenue. The organization will then be certified as exempt from Federal income tax which in turn

will exempt it from the Social Security Unemployment Tax for any of its employees earning \$45 or less per quarter.

The law provides that an international union may file a claim for exemption on behalf of all of its affiliates, and when this is done it will be unnecessary for the local unions or the joint councils to file separate claims for exemption.

This is to advise you that as Secretary-Treasurer of the International, I have filed claim for exemption on behalf of all of our affiliates, including your union. You may receive notice from the Collector of Internal Revenue in your District asking you to file claim for exemption accompanied by affidavits, and financial statements, etc. If you receive such notice you are to notify your District Collector of Internal Revenue that the International has filed a blanket claim for exemption with the Bureau of Internal Revenue at Washington, D. C., and that you have been advised that this exempted your local union.

Do not under any circumstances file a separate claim for exemption for your union.

If you will follow these instructions, I am sure you will have no difficulty, and you will be able to claim the legal exemptions provided by law.

Fraternally yours,
THOMAS L. HUGHES,
Secretary-Treasurer
I.B. of T. C. W. & H.

BEGINNING the first of the year let me again advise all of our readers that the General President will not answer unsigned letters. The orders to my secretaries are that unsigned or anonymous letters are to be thrown in the wastebasket. The secretaries open the mail every morning, distribute it to the different departments, and they have the General President's mail on his desk when he arrives in his office.

Also, the General President will not answer letters from individual members, for the following reasons: We have four hundred thousand members and it would be impossible for us to take up and consider their grievances. But the main reason is that we do not know who the individual is who writes in, and we have no proof or guarantee that he is a member of our organization. He might be anyone, a representative of the Communist Party or the employers' association, making a charge against conditions in the union. And then again, the grievances of members belong in the local union. It is useless for them to say that they cannot always get a hearing within the union. Certainly they cannot get a hearing if they become pests and object to everything that is done, or if they are the kind of members who only go to the meetings to make trouble. But I have never known of a case where a man who was on the level and used common-sense and decency in his expressions, was not given consideration by the membership of the union in meeting assembled. If an officer were to rough-ride over the honest claims of an individual member, which claims were based on common-sense and reason—such an officer would not long remain in office. The general membership in the meeting would soon understand that the officer was unfair and his usefulness would be at an end.

I trust the above suggestions and rules will be observed by our membership during the year.

IHAVE turned down invitations to join all kinds of associations and organizations relative to saving our country and dealing with the war in Europe. I think our government, with the President and the Army and Navy, can take care of this. There are hundreds of phony institutions being started, with long, beautiful names. Beware before you approve any of them. I personally believe that many of those starting those movements are "Publicity Hounds," others under cover represent "Special Interests." Others are just plain "suckers."

IF ENGLAND is defeated, the Labor Movement of the world will be destroyed. We cannot continue our militant, progressive, freedom-loving Labor Movement in this country against the opposition of the world, because there will be a slashing of prices which will lead to a destruction of wages and hours. Labor is vitally interested in stopping the monsters of Europe now!

Official Magazine of the
**INTERNATIONAL
BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA**

• • •

**Wear the Emblem of Our
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ADVERTISE THE BUTTON AND EMBLEM



The Above Cuts Represent the
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THE PRICES ARE AS FOLLOWS:

Buttons . . . \$.25 apiece
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All orders should be sent through the Secretary of the Local Union to
THOMAS L. HUGHES, Secretary
222 EAST MICHIGAN STREET INDIANAPOLIS, INDIANA